

# City of Eugene Human Rights Commission



*The mission of the Human Rights Commission is to promote implementation of universal human rights values and principles in all City of Eugene programs and throughout the wider community.*

*To carry out this mission the commission shall affirm, encourage and initiate programs and services within the City of Eugene and in the wider community designed to place priority upon protecting, respecting, and fulfilling the full range of universal human rights as enumerated in the Universal Declaration of Human Rights. To support and promote human rights, the commission will: provide human rights education, be proactive in human rights efforts, address human rights violations, ensure active public participation, be transparent and open, and be publicly accountable for human rights progress.*

**Human Rights Commissioners:** Andrew Thomson Chair, Chris Nunes Vice Chair, Richie Weinman, Ken Neubeck, Jennifer Frenzer, Edward Goehring, Philip Carrasco, Mary Clayton, Arun Toke, Debra Merskin, Greg Evans

**Equity and Human Rights Office staff:** Michael Kinnison, Lindsey Foltz

*The Human Rights Commission typically meets on the third Tuesday of each month.*

**Tuesday, August 19, 2014**

5:30 – 7:30 PM Meeting

Atrium Building, Sloat Room, 99 W. 10<sup>th</sup> Avenue, Eugene

Contact: Lindsey Foltz, 541-682-5619, [lindsey.m.foltz@ci.eugene.or.us](mailto:lindsey.m.foltz@ci.eugene.or.us)

## **ITEM**

## **TIME ON TASK**

- |  |                      |
|--|----------------------|
| 1. Welcome from Chair, Agenda/Minutes Review | 5 minutes (5:30 pm)  |
| 2. Public Comment                            | 10 minutes (5:35 pm) |
| 3. Support Requests                          | 5 minutes (5:45 pm)  |
| 4. Councilor Greg Evans Liaison Report       | 10 minutes (5:50 pm) |
| 5. Work Plan Finalization                    | 75 minutes (6:00 pm) |
| 6. Staff Update – Campaign and Election Law  | 10 Minutes (7:15 pm) |
| 7. Meeting Adjourned                         | 7:30pm               |

### **Upcoming events, activities or meetings the HRC needs to be aware of:**

International Day of Peace/Peace Week: September 14-21

Next HRC Meeting: September 16, 2014

*The Eugene Human Rights Commission welcomes your interest in these agenda items. This meeting location is wheelchair accessible. For the hearing impaired, FM-assistive listening devices are available or an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact staff at (541) 682-5177.*

*La Comisión de Derechos Humanos agradece su interés por participar en los asuntos de esta agenda. El local de la reunión tiene acceso para personas en silla de ruedas. Para las personas con dificultades auditivas ofrecemos sistemas FM para ayudarlo a escuchar, o intérpretes de lenguaje de señas. También ofrecemos intérpretes de español. Si necesita cualquiera de estos servicios por favor solicítelos con 48 horas de anticipación, llamando al (541) 682-5177.*

## MINUTES

Eugene Human Rights Commission  
Equity and Human Rights Office – 99 West 10<sup>th</sup> Avenue  
Eugene, Oregon

June 17, 2014  
5:30 p.m.

PRESENT: Andrew Thomson, Ken Neubeck, Chris Nunes, David Van Der Haeghen, Debra Merskin, Arun Toke, Mary Clayton, Philip Carrasco, commissioners; Michael Kinnison, staff

ABSENT: Councilor Greg Evans

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1. **Welcome from Chair/Agenda Review and Adjustment** – Commenced at 5:30 pm

Andrew moved to approve agenda, seconded by Debra, unanimously approved.

Richie moved to approve the minutes as submitted, seconded by Ken, unanimously approved.

2. **Public Comment**  
None

3. **Support Requests**

Pride – Request for waiver of parks rental fee. Received approval for funds for portable toilets in previous application. Edward agreed to be HRC representative at the event. Moved to approve by Richie. Seconded by Deb. Unanimously approved.

BEST – Requested endorsement of their effort. Richie move to endorse, seconded by Edward, approved unanimously.

Columbia Law School HR Institute – Ken explained the Human Rights at Home Campaign and its work to get federal government to share information with other levels of government when USA signs an international human rights treaty and to provide resources to implement provisions of those treaties at the local level. State Department's progress in recognizing human rights issues and their relevance in the US. Campaign is asking for signatories to a letter to Sect of State to support movement in this area. Mayor Piercy has signed on. Request is for HRC to become a signatory. Doesn't commit the Commission to anything. Ken moved to endorse and sign on to letter. Arun seconded. Approved unanimously.

#### **4. Work Planning Brainstorm**

Mike shared dates and schedule. Chris led discussion on getting ideas on the process. Reviewed last year approach which put previous workplan aside and started from scratch. Propose being more strategic this time and starting with existing work plan and looking at what has been achieved and what group has not been able to get to. Ask what we want to move forward.

Edward – Like idea of starting with existing plan. However, should leave room for some items that were identified as potential topics last year but didn't make it into the work plan. Let's not forget about all the ideas generated.

Mary – How did last couple of work plans compare? Chris – Commission meeting structure changed this year. Every other month were work group meetings. Changed to a monthly business meeting model for current work plan. Arun and Richie preferred current work plan. Arun – consider standing agenda item that focuses on work plan. Ken – We formed work group, recruited community members and focused on homelessness issue. Mike – That was what was envisioned as to how the Commission would approach its work. Ken – Capacity is issue. Can get more done when involving community in the work. Creates connections with community. Richie – Consider referencing how agenda items relate to the work plan. Tracking how work plan is implemented. Help Commission stay focused.

Edward – Frustrating to sign up for lead roles but getting committed to other roles that are consistent with HRC work plan. Important work but no always clear how it relates to work plan. Need to be cognizant of our commitments to other groups and how it is supporting our work.

Andrew – Noticed that we responded to lots of important emerging issues. Is there a way we can leave space for that in our next work plan? Mary – Yes. Can't overload your work plan without acknowledging the need to be able to respond to issues as they arise. Edward – Need to ask does this move the work plan forward. How pressing is the issue? Can get in the way of accomplishing work plan.

Mary – Was the work plan too ambitious? Richie – Better discussion for our work planning. Mike – staff will do that analysis.

Mary – Can we get clarification on delegation of authority to Chair on issues? Mike – Yes. We committed to doing that at last meeting.

Edward – Would like to see Commissioners work with staff to help process information between sessions.

Arun – Could we do 5:30 – 7:30? Richie – Groups have a tendency to fill up their time. Philip – Want to make sure we have time to hear from everyone. Want to be clear at end that all our work was done and we have clear marching orders. Straw poll results – 2 for shorter meeting. Majority in favor of keeping 3 hr. session.

Ken – Reason we didn't have outside facilitator? Mike – No. Just felt staff had capacity.

Chris, Andrew and Mary agreed to assist staff with pre-planning. Staff to coordinate meeting.

**5. Staff Update (Environmental Justice Focus Group next mtg. 6/19 2-3:30 pm, Sloat; HRC appointments and thank you to David for service; Paid Sick Leave; CSS Block Party/Fundraiser/BBQ, 7/19, 8-8 pm 1160 Grant St. 683-0836; Peace Week participation)**

Deb committed to attending Thursday's focus group meeting. Mike to confirm date/time. Thanked David for his service. Clarified appointments. Paid Sick Leave work sessions. Edward still has interest in doing a media release on this issue. Philip, Chris and Deb interested in helping with that. What support have we agreed to provide to Peace Week? Group is asking for waiver of park fee but not clear in minutes this was approved. Mary – Clarified their itinerary and what is happening at Alton Baker Park at Peace Park. Not interested in library. We previously approved \$200. Want park waiver. Mike – requested they resubmit an application and clarify what they now want

**6. Downtown Activity Zone Discussion**

Mike – update on discussion at work session.

Richie – Not a HRC issue. Don't think we should weigh in.

Ken – Disagree. Concerned about criminalization of daily life activities. Not many places for people to go at night. Not only homeless committing problems in park. I sent letter as an individual that emphasized we already have laws to regulate antisocial behavior. Don't need to close down public space that punishes everyone. More than overkill. Not good policy. Vast majority of unlicensed dogs are not

downtown. Concerned about people that can't afford to license their dogs. Penalties are large fines and up to one year in jail. Sheltering advocates very opposed to more dogs ending up in the shelters and getting euthanized. Proposals need to be thought through more. Waste of police's time to be checking on dogs.

Jennifer – second Ken's comments. Has noticed efforts to focus on particular behaviors of concern that don't make good public policy sense. How we treat one another in this community is purview of Commission. Obvious that particular groups are being targeted. New laws should be last resort. Puts police in position of criminalization of homelessness. Better to have more social service providers (CAHOOTS) to deal with these issues than law enforcement. Action at plaza today. was to make the point that food carts don't rent entire plaza. Police ruled that they would not trespass participants.

Richie – Don't believe this is about homelessness. It is about behaviors. City has spent a lots of resources to revitalize downtown. Business are downtown again. Fragile mom and pop businesses. Being hurt, not by homeless people, but by behaviors of people. Most are traveling through. Behaviors not conducive to people feeling safe in that area. Intimidating. Dogs and skateboards banned in university area in 90's because of same kind of activity. We should be trying to maintain a positive business environment. Plenty of places for people to gather. Don't have to be at Broadway Plaza. Don't believe this is targeting homeless people.

Philip – All in the language. Appreciate Ken noticing that AIS doesn't even mention homelessness. That is a flag. Not really about dog licensing.

Edward – About socio-economic status. Not sure an issue for HRC. Can see the business perspective. More about who has what rights based on how much money they have.

Ken – Should be doing same think that party patrol does. Focus on the behavior.

Jennifer – As a woman, I'm not afraid of going downtown. Am afraid of the expansion of alcohol based businesses in City. Have been accosted by drunk people downtown at night but not homeless. Gentrification is a bigger problem.

Philip – Worried about this approach expanding to other areas? Richie – This is just about one corner of the downtown. Not about homeless everywhere. Philip – Can we get some statistics to show the magnitude of the problem? Richie – we can invite Police to come to a future meeting.

Andrew – Any action that we want to take? Full incident reports that occur during the time being proposed for closure. Specific to Broadway Plaza. Mike – Will request of EPD.

**7. Open Discussion (Homelessness Work Group; MUPTE; agenda prioritization; liaison reports; other announcements)**

Andrew shared Mariah Lueng letter. Mike – Have not followed up with Police to get clarification on what arrest was based on. Will get clarification. Commission would like more information before considering action. Philip – Will contact Jewish Federation to see if there is a role for HRC to help mediate. Mike to coordinate with Philip.

Richie – Updated group on meeting with Jerry Lidz, City Attorney, Lt. Erik Klinko, Sgt. Crompton, Richie, Ken and Mike. Explored protected class status for homeless, including homelessness as protected class under Intimidation II and concept of a homeless bill of rights. CA and police did not express outright objections but asked many questions. May not have widespread impacts but provides important symbolic value. All committed to continuing the discussion.

Ken – Music in Meadows was a successful event. Well attended. Concept was to bring neighbors to the meadows to do education on homelessness.

MUPTE – Mike clarified scheduled Council agenda. Philip – Discussed his work with another group on a policy recommendation for oversight (CALC, Bob Bussel, local labor orgs. And others). Will share with HRC to see if this is something the Commission can support.

Edward – PC completed the policy recommending process for anti- bias policing policy. Will include socio-economic status. PC now looking into video monitoring technology for police. Privacy and constitutional issues will be of concern for Commission. PC had a seat in recent Captain hiring process.

Philip – PSO issue. Thinks misrepresented. Wants to support Lorna. Mike – Appreciate his help in connecting with the Latino community and clarifying what the situation is. Will follow up to begin planning how best to do this.



**City of Eugene  
Human Rights Commission  
FY 2015 Work Plan**



# 2015 Affirmed Work Plan Goals

## Goal 1

- ☐ Engage in education, outreach, listening and collaboration fostering respect for social equity, civil and human rights in the community.

## Goal 2

- ☐ Maintain strategic HRC liaisons and engage in cooperative endeavors with community and with City of Eugene advisory groups that support human rights and social equity.

## Goal 3

- ☐ Effectively address selected human rights and social equity issue areas of concern to the community and City

## FY 2015 Human Rights Commission Work Plan

<b>Objective 1: Maintain effective relationships; advise and advocate on human rights issues with City Council, other City advisory bodies, staff, community organizations and institutions.</b>				
<b>Objective Leads: Andrew Thomson, Chris Nunes</b> <b>Support: Edward Goehring, Jennifer Frenzer, Phil Carrasco, Arun Toke</b>		<b>Delegated</b>	<b>Timeline</b>	<b>Events</b>
<b>Action 1.1</b>	<b>Advise City Council on human rights issues, advocate for a human rights perspective</b>			
Task 1: <input type="checkbox"/>	Deliver report of previous year's work and present new work plan to Council			
Task 2: <input type="checkbox"/>	Provide testimony, as needed, to City Council on emerging Human Rights issues			
Task 3: <input type="checkbox"/>	Quarterly meetings between the HRC Chairs and the Mayor			
<b>Action 1.2</b>	<b>Advise City Staff on human rights issues within the City organization, collaborate and educate on human rights perspective</b>			
Task 1: <input type="checkbox"/>	Quarterly meetings between the HRC Chairs and the City Manager			
Task 2: <input type="checkbox"/>	Advocate for diverse applicant pool within the HRC and other City Departments			
Task 3: <input type="checkbox"/>	Participate in or seek opportunities to provide a human rights perspective on planning and/or policy development initiatives.			
<b>Action 1.3</b>	<b>Collaborate with, advise, and educate other City Advisory Bodies on human rights issues</b>			
Task 1: <input type="checkbox"/>	Bring the Human Rights perspective to deliberation and action of other advisory bodies			
Task 2: <input type="checkbox"/>	Assign and maintain liaisons			
Task 3: <input type="checkbox"/>	Invite annual presentation from Police Auditor/CRB			
<b>Action 1.4</b>	<b>Support the work of other community organizations and institutions that further the mission of the HRC</b>			
Task 1: <input type="checkbox"/>	Respond to funding requests and co-sponsorships			
Task 2: <input type="checkbox"/>	Respond to requests for endorsements (non-funding support: tabling joint statements, etc.)			
Task 3: <input type="checkbox"/>	Continue liaison building with Latino and immigrant organizations: Integration Network and others			
Task 4: <input type="checkbox"/>	Attend at least one Neighborhood Leaders Council meeting to provide an update on HRC workplan and discuss opportunities for collaboration.			

## FY 2015 Human Rights Commission Work Plan

Task 5: <input type="checkbox"/>	Identify and implement one opportunity for collaboration on a human rights issue with neighborhood associations.			
Task 6: <input type="checkbox"/>	Raise awareness of HRC within community (ie. MLK March)			
Task 7: <input type="checkbox"/>	Determine partners and annual theme for International Human Rights Day, delegate planning		8/2014	

## FY 2015 Human Rights Commission Work Plan

<b>Objective 2: Respond to and address hate and bias activity, including systemic and individual racism.</b>				
<b>Leads: Mary Clayton, Debra Merskin Support: Andrew Thomson, Phil Carrasco</b>		<b>Delegated To</b>	<b>Timeline</b>	<b>Events</b>
<b>Action 2.1</b>	<b>Increase HRC and Council awareness of hate and bias activity; coordinate responses in collaboration with community.</b>			
Task 1: <input type="checkbox"/>	Receive quarterly reports from EPD and Human Rights & Neighborhood Involvement staff			
Task 2: <input type="checkbox"/>	Provide feedback to Council on trends and areas of concern			
Task 3: <input type="checkbox"/>	Develop specific roles for HRC response and plan of action to execute when incidents occur			
Task 4: <input type="checkbox"/>	Conduct outreach and establish relationships with vulnerable populations			
<b>Action 2.2</b>	<b>Review local data sources to identify indicators of systemic racism</b>			
Task 1: <input type="checkbox"/>	Review the Equity and Opportunity Assessment			
Task 2: <input type="checkbox"/>	Identify opportunities to provide input utilizing the Equity and Opportunity Assessment when advising			
<b>Action 2.3</b>	<b>Develop policy for engagement between the HRC and Police Auditor</b>			
Task 1: <input type="checkbox"/>	Meet with the auditor to learn more about the auditor process and share the human rights perspective			
Task 2: <input type="checkbox"/>	Communicate to interested community members the auditor's function as it relates to human rights			
Task 3: <input type="checkbox"/>	Work with Human Rights & Neighborhood Involvement staff to ensure there is a feedback loop between the community and the auditor's office			
Task 4: <input type="checkbox"/>	Continue to provide HRC liaison to the Civilian Review Board			
<b>Action 2.4</b>	<b>Propose International Human Rights Day theme on Racism and Discrimination</b>			
Task 1: <input type="checkbox"/>	Seek full HRC approval for the theme during the August meeting			
Task 2: <input type="checkbox"/>	Plan and execute the event in early December 2015			

## FY 2015 Human Rights Commission Work Plan

Objective 3: Respond to and advocate on community issues of poverty and homelessness.				
Leads: Richie Weinman, Jennifer Frenzer, Ken Neubeck Support:		Delegated To	Timeline	Events
Action 3.1	Monitor, advise and advocate on ways to respond to poverty and homelessness			
Task 1:	Advise Council on pressing issues and support/advocate for City efforts to implement Housing First Model			
Task 2:	Monitor activities of the Lane County Poverty and Homelessness Board and the Human Services Commission			
Action 3.2	Address civil and human rights of people who are homeless			
Task 1:	Request collaboration with EPD to compile data on crimes committed against people who are homeless, including bias crimes, and share data with HRC			
Task 2:	Continue work on protected class designation for homeless under Criminal Code Intimidation 2 and the Human Rights Ordinance			
Task 3:	Move forward on local homeless bill of rights community education, outreach, and build alliances with CALC and other community groups			
Task 4:	Identify local laws and policies that criminalize homelessness and/or create barriers to survival and ally-build for change			
Action 3.3	Assess progress and obstacles in responding to homelessness and crafting shelter solutions			
Task 1:	Complete assessment and track Opportunity Eugene task force on homelessness recommendations			
Task 2:	Examine obstacles to increased shelter solutions			
Task 3:	Assess currently available emergency and transitional housing to identify gaps in meeting human rights needs			
Action 3.4	Expanding effectiveness of shelter programs			
Task 1:	Advocate for expansion of car camping and other effective shelter programs			
Task 2:	Research and identify composition of unhoused population, with focus on unmet needs of unhoused children and youth			

## **Potential Future Work**

### **Objective 2 Work Group-Identified Potential Tasks**

- Support anti-bullying efforts in schools

### **Objective 3 Work Group-Identified Potential Tasks**

- Consider creating liaison to the Human Services Commission

## Potential Human Rights Commission Events

### January

Martin Luther King Jr. Day

### February

Asian Celebration

### March

### April

DisOrient Film Festival

Take Back the Night

### May

The Archaeology Channel Film Festival

### June

### July

### August

Pride

Peace and Pie in the Park

### September

International Day of Peace

### October

### November

Transgender Awareness Week/Day of Remembrance

### December

International Human Rights Day

Name of Group	Description	Time Commitment	Currently Held By and When Appt.
<b>LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS</b>			
<b>Police Commission</b>	<b>Mission:</b> The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Police Department that helps achieve safety, justice and freedom for all people in Eugene.	Meets monthly 2 <sup>nd</sup> Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Edward Goehring,  Back up: Ken Neubeck
<b>Community Development Block Grant</b>	<b>Info:</b> Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects.	2 hour monthly meetings typically during 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings throughout the year as necessary. 1 year term with possibility to serve 3 terms.	Chris Nunes  Back up: Philip Carrasco
<b>Council Liaison</b>	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Evans
<b>Meet with City Manager and Mayor</b>	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair and Vice Chair



<b>Civilian Review Board</b>	To increase public transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 <sup>nd</sup> Tuesday, 3 hours	Primary: Mary Clayton  Back up: Debra Merskin
<b>E&amp;HR Board</b>	Help guide the work of the DESP	2 hour meetings every other month - daytime	Primary: Phil Carrasco  Back Up: <b>VACANT</b>
<b>Accessibility Advisory Group</b>		Meets September-May 2 hour meetings, daytime	Primary: Andrew Thomson
<b>LIAISONS FROM OTHER BOARDS, COMMITTEES OR COMMISSIONS TO HRC</b>			
<b>Eugene Police Dept.</b>	Provide public safety services to the community		Lt. Jennifer Bills <a href="mailto:jennifer.y.bills@ci.eugene.or.us">jennifer.y.bills@ci.eugene.or.us</a>
<b>Human Resources</b>			Becky Dewitt <a href="mailto:Becky.l.dewitt@ci.eugene.or.us">Becky.l.dewitt@ci.eugene.or.us</a>
<b>Civilian Review Board</b>	To increase public transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.		
<b>Sustainability Commission Liaison</b>	The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social and economic		

	concerns to the City of Eugene, its partners and its people.		
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*Reports are expected from liaisons to keep the full HRC updated on any issues with the groups you are working with. You are representing the Commission, so please check in with the group.*

## **Objective Leads**

Leads assume the following roles to help the HRC accomplish its work plan:

- **Administration**
- **Coordinating participation with community**
- **Moving the work forward and tracking progress**
- **Reporting back to the full HRC**
- **Meeting requirements**

### **Administration:**

Leads are responsible for coordinating with staff to ensure that meetings are compliant with public meetings and records law. This includes ensuring that the meetings are properly noticed on the Public Meetings Calendar, ensuring that minutes are taken and submitted to staff, and making sure that all meetings are accessible.

- Notice of a meeting must be submitted to staff with a draft agenda by no later than the Wednesday before the meeting at 10 am. If an emergency meeting is requested with less notice available contact staff as soon as possible.
- Minutes must be taken at the meeting and should be submitted to staff via email within one week of meeting time
- All meetings must be held in an accessible location, please contact staff if you have any doubts or concerns.

### **Coordinating participation with community:**

Leads are responsible for inviting stakeholders from the community who would further the work of the group to the meetings and working with staff and the whole HRC to identify groups and individuals who may be interested in participating.

### **Moving the work forward and tracking progress**

Leads will proactively strategize to accomplish the tasks in the work plan including:

- Forecasting and scheduling work including meetings and events
- Working with group members to identify opportunities for collaboration
- Requesting staff support when necessary for research, contacts, etc.
- Documenting progress and ensuring that work on the tasks is moving forward

### **Reporting back to the full HRC**

Leads commit to recording and reporting progress back to the full HRC at least quarterly. Reports back to the full HRC should include the following details:

- When the group met

- Which stakeholders have been involved in the work
- Upcoming events relevant to the tasks
- Specific work completed on the tasks
- Any requests for help, input, etc. from the full HRC
- Any requests for endorsement of work or communications from the whole HRC

### **Meeting Requirements**

- The leads for each Objective need to meet at least once before the HRC meeting in September to forecast their tentative schedule for the year, formulate a list of stakeholders they are considering for partnership, and any relevant deadlines they will encounter
- The groups must convene at least four times before the end of the work plan

## **Facts at a Glance: Political Campaigning and the Human Rights Commission**

Here are the basics for Human Rights Commissioners to abide by the law during election season regarding any issue on the ballot or candidate running for office. Please follow the link below for full details. Contact staff with any questions or concerns.

### **City Resources**

No city resources may be used to advocate for or against a ballot measure or candidate including:

- Staff time
- Printers
- Paper
- Ink
- Meeting space

### **Official Capacity**

The law applies to appointed board and commission members when they are acting in their official capacity, for example:

- At a meeting of the board or commission
- Working on a duty assigned by the board or commission
- Working on official publications (including website materials) for the board or commission
- Appearing at an event in an official capacity
- Utilizing their title as a commissioner or chair person

### **Personal Time**

A commissioner may advocate on personal time when they are:

- Using personal or non-public resources
- Not identifying themselves in their commissioner role

Elections Division's Manual on Political Campaigning by Public Employees:

<http://sos.oregon.gov/elections/Documents/restrictions.pdf>